



pathfinders
ANNUAL REPORT

2021

MESSAGE FROM LEADERSHIP

Dear Friend,

We wish we could tell you that things were much easier for the youth and young adults we serve in 2021. That significantly more resources were available. That housing options had greatly expanded.

Although we can't do that, we can share a few bright spots.

We talk a lot about our housing work because we know that the surest remedy to eliminating a lifetime of homelessness, and subsequent need for public supports, is to house young adults. In fact, over the past five years, **two-thirds of Pathfinders' housing participants successfully graduated without the need for lifelong support.**

We are also proud to share that Pathfinders has a **ZERO percent eviction rate** over the 11 years that we've provided housing to LGBTQ+ young adults, those living with high mental health needs and/or those who've exited the foster care system and experience homelessness.

It may seem obvious that a successful housing program would ensure that young adults don't begin their independence with a housing eviction on their record, making future renting incredibly difficult. But it takes a lot of effort on the part of our landlords, staff and the young people to achieve this success.

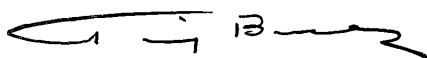
As you know, housing instability takes a massive toll. Violence in our community is high. And COVID has exacerbated the mental health challenges of traumatized populations and disrupted many support systems. Amidst this, the youth and young adults we serve reached out for more: **more peer-to-peer group support, more individual counseling and more therapists who look like them and represent BIPOC and LGBTQ+ communities.**

And Pathfinders delivered. We increased staff and, in one program, more than 80% of those served improved their mental health coping skills.

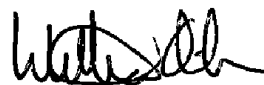
Lastly, we want to highlight our fiscal stability. Thanks to the contributions of our donors, partners and the federal PPP program, Pathfinders ended 2021 in a strong financial position – including reaching a milestone strategic plan goal. See page 3 for more details.

As Pathfinders continues to set a vision for growth that will house more young adults, while in tandem working upstream to prevent homelessness from happening, we are encouraged by and grateful for your support.

Sincerely,



Timothy R. Baack, MS, LPC
President & CEO

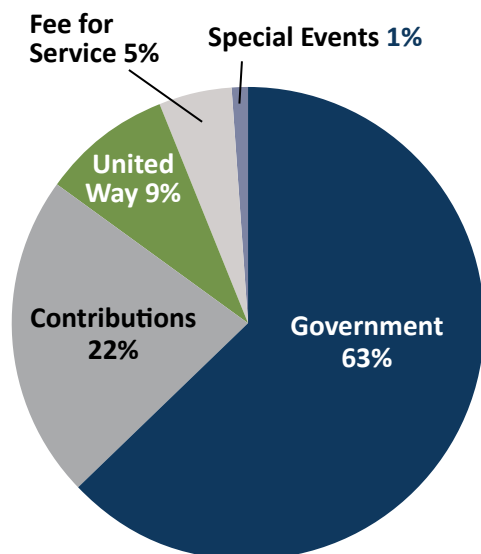


William Olivier
Board Chair



2021 FINANCIAL SPOTLIGHT

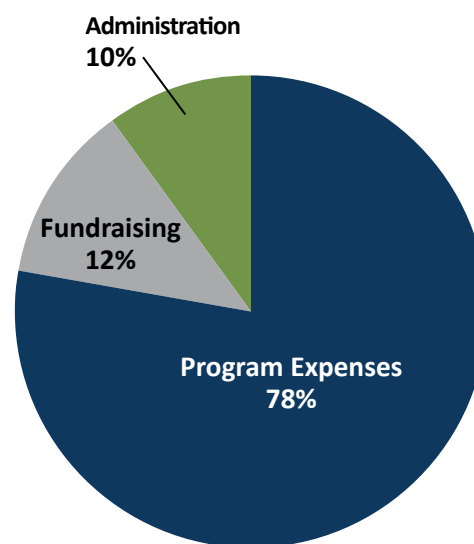
For more information regarding our financials or to download our most recent audit and Form 990, please visit PathfindersMKE.org.



REVENUE

Government	63%
Contributions	22%
United Way	9%
Fee for Service	5%
Special Events	1%

TOTAL REVENUE \$6,503,956



EXPENSES

Program Expenses	78%
Fundraising	12%
Administration	10%

TOTAL EXPENSES \$5,737,341

5-YEAR STRATEGIC FISCAL EFFORT

In 2017, Pathfinders' Board of Directors set a 5-year goal to build six months of reserve funds for emergencies and programmatic innovation in alignment with best fiscal practices. When the goal was set, that amount was \$1,876,338. Below are results at the end of five years.

PATHFINDERS REVENUE AND EXPENSE 2017-2021

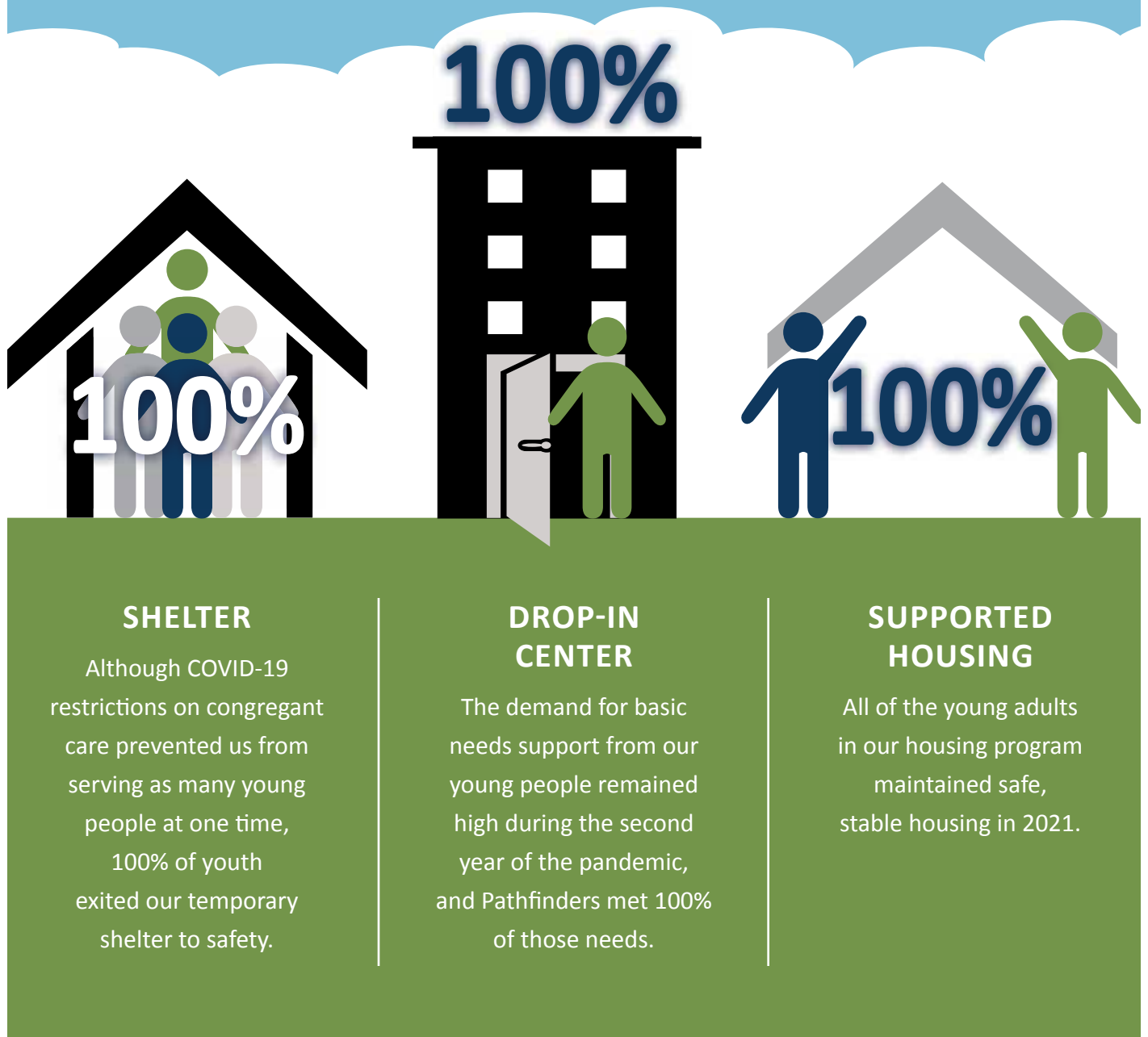
	Revenue	Expense	Gain / (Loss)
2017	\$3,752,676	\$3,476,503	\$276,173
2018	\$4,192,284	\$3,904,415	\$287,869
2019	\$4,639,683	\$4,287,595	\$352,088
2020	\$5,229,820	\$4,926,054	\$303,766
2021	\$6,503,956	\$5,737,341	\$766,614
Total Reserves			\$1,986,510*

**Note: As of the end of 2021, Pathfinders would need \$3,251,978 to achieve the goal of securing six months of reserve funding. Due to continued organization growth, our current reserve fund represents just over three months of our 2022 budget.*

OUR IMPACT

At Pathfinders, we take the impact we have on the lives of young people to heart. We have key performance indicators for each program to inform our approach and ensure our work is effective, and **we secure input from the youth and young adults who we center in everything we do.**

We're proud of our extensive evaluative experience; we go through regular reviews of our outcomes with federal, state, county and city partners, as well as United Way. And **our work is often lifted up by these entities as best practice models on how to best serve youth and young adults.** Below are a few 2021 programmatic outcomes.



YOUNG PEOPLE SERVED

7,216

More than 7,000 young people accessed Pathfinders' services in 2021, which includes one-on-one interactions with our street outreach team.

639

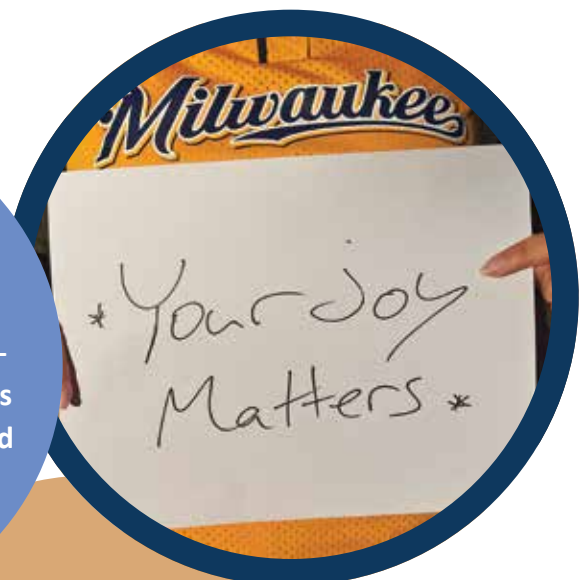
Young people received intensive one-on-one case management, counseling, housing, shelter, advocacy, educational and basic needs support

34%

Of the young people served accessed two or more Pathfinders services. Of those who reported their sexual identity, 25% identify as LGBTQ+

90%

Of those we serve identify as Black, Hispanic, Indigenous, Asian and Multi-racial and 90% identify as low- or extremely-low-income



CIRCLES OF SUPPORT

Thank you! Pathfinders is grateful for the financial and in-kind contributions of individuals, foundations, corporations and organizations that helped us Empower Youth and Change Lives in 2021.



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 to ensure the accuracy of
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 & Waukesha County**



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Pathfinders' Loyalty Society recognizes financial donors who invest in our mission three or more years in a row. Launched in 2020 in honor of our 50th anniversary, we celebrate the extraordinary commitment many of our donors make by investing in Pathfinders annually.

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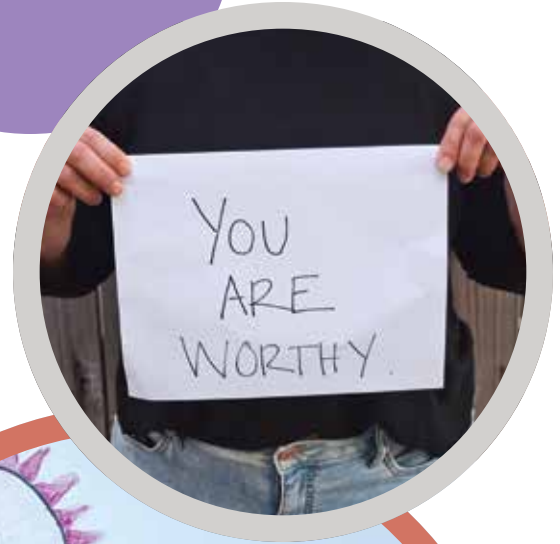
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